



County of San Bernardino  
**Office of the District Attorney**  
JASON ANDERSON, District Attorney

February 17, 2026

Christina Cintron  
Chief of Member Services  
San Bernardino County Employees' Retirement Association  
348 W. Hospitality Lane, Suite 100  
San Bernardino, CA 92408

Re: Addendum in Support of Extension Request – Colleen M. Goggin (SBCERA ID G0528)

Dear Ms. Cintron:

Thank you for meeting with Simon Umscheid and me on February 2, 2026, at your offices regarding the requested extension of Ms. Colleen Goggin's Returning Retiree Certification. I also appreciate you providing the updated guidelines adopted by the Board in September 2025 under SBCERA Benefits Policy No. 032 governing retirees returning to work. Your time and guidance were extremely helpful in ensuring that our submission aligns fully with the Board's expectations and the requirements of Government Code section 7522.56.

As discussed, re-employment beyond the initial eighteen consecutive months requires Board approval and must satisfy specific criteria. Under the recently approved policy, the extension must demonstrate that re-employment is necessary due to a genuinely extreme circumstance that is unavoidable or could not have been anticipated; that the assignment is of limited duration and not the functional equivalent of a permanent part-time position; that the retiree will not exceed 960 hours in any fiscal year; that compensation falls within the publicly posted salary schedule for comparable duties; and that the employer is actively recruiting for a permanent replacement.

Ms. Goggin's continued assignment satisfies each of these requirements.

With respect to extreme necessity, the District Attorney's Office continues to experience sustained attorney vacancies that directly impact filing operations. Of 223 authorized Deputy District Attorney positions, 168 are currently filled, and 26 remain vacant, representing an approximate 11.7 percent vacancy rate. Recruitment is continuous and ongoing in coordination with County Human Resources; however, hiring has not kept pace with attrition and workload demands. This necessity arises from sustained staffing shortages, increased workload, and structural recruitment challenges, not from Ms. Goggin's retirement itself.

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Filing is a non-delegable prosecutorial function that requires experienced attorneys capable of making immediate charging decisions affecting liberty interests, court operations, and victims' rights. Without this limited support, the filing backlog would increase, and existing deputies would absorb additional caseloads, increasing the risk of delay in charging decisions and impacting court calendars. While work would not cease entirely, the effectiveness and timeliness of prosecutorial operations would be materially affected. The operational strain caused by ongoing vacancies constitutes a genuine and continuing necessity within the meaning of the Board's policy.

The assignment also remains of limited duration. Ms. Goggin works approximately fifteen hours per week, is capped by statute at 960 hours per fiscal year, and performs a narrowly defined filing function. Her role is not structured as a permanent part-time position, nor is it intended to provide indefinite stopgap coverage. Rather, it provides experienced support in a specialized area while active recruitment efforts continue. The work she performs, reviewing and filing cases with the Superior Court, is a discrete and identifiable function that directly supports ongoing case intake and backlog mitigation.

The Office anticipates that this limited assignment will conclude upon successful hiring and onboarding of permanent Deputy District Attorneys sufficient to stabilize filing operations. This assignment remains temporary and is directly tied to ongoing recruitment efforts and vacancy reduction. It is not intended to extend beyond the period reasonably necessary to restore staffing levels adequate to support filing operations.

The statutory hour limitation is strictly observed. Ms. Goggin does not and will not exceed 960 hours in any fiscal year, consistent with Government Code section 7522.56 and Policy No. 032. Hour tracking is actively monitored by both the retiree and the Office.

Her compensation complies with the publicly posted salary schedule for comparable Deputy District Attorney IV positions. Her hourly rate falls within the established minimum and maximum range, and no additional compensation, benefits, or accrual of retirement credit is provided.

The Office remains actively engaged in documented recruitment efforts. Testing, interviewing, and continuous recruitment for all Deputy District Attorney classifications are ongoing year-round. Despite these efforts, filing assignments, particularly those requiring multi-division experience and institutional familiarity, are difficult to fill. Ms. Goggin's experience is unusually extensive. She began her service with this Office in 1989 and, after becoming a licensed attorney in 1995, served for many years as a filing deputy in the West Valley Division (Rancho Cucamonga and Chino Offices), Central Division, the then-Juvenile Division, and the Desert Division in Victorville. She concluded her full-time service in 2017, again handling filing in Rancho Cucamonga. In total, she accumulated well over fifteen years directly assigned to filing functions across multiple geographic divisions. Few attorneys possess a comparable breadth of experience in this specialized area.

In sum, the extension request complies with Government Code section 7522.56 and the September 2025 Board-approved policy standards. Ms. Goggin's continued service is limited, monitored, cost-controlled, and directly tied to maintaining effective prosecutorial operations during sustained staffing shortages.

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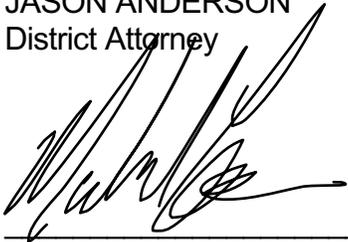
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We respectfully request the Board's approval of the extension period through September 3, 2027, as set forth in the submitted materials.

Thank you again for your time, assistance, and collaboration in this matter. Please let me know if any additional information would assist the Board in its review. Trusting this explains the matter, I remain,

Very truly yours,

JASON ANDERSON  
District Attorney

A handwritten signature in black ink, appearing to read "Michael Fermin", written over a horizontal line.

Michael Fermin  
Chief Assistant District Attorney